

SIKKIM



GOVERNMENT

GAZETTE

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No. 434

**GOVERNMENT OF SIKKIM
HEALTH AND FAMILY WELFARE DEPARTMENT
TASHILING SECRETARIAT, GANGTOK**

No. 18/H&FW;

Dated: 26th September, 2022

NOTIFICATION

Whereas, the Department of Higher Education, Ministry of Human Resource Development, Government of India vide communique no. 1-7/2015-U.II(1); Dated : 2nd November, 2017 has decided to revise the pay scales of teachers and equivalent positions in the Higher Educational Institutions under the purview of the University Grants Commission (UGC) and has framed the scheme of revision of pay of teachers and equivalent cadres with effect from 1st January, 2016;

And Whereas, the State Government has framed the Sikkim Government Pharmacy College (Teaching and Technical) Recruitment Rules, 2018 wherein the members of the service's claim to pay shall be in accordance with the University Grant Commission Regulation/ All India Council for Technical Education Regulation, in those respect in force at the time and shall be as amended from time to time ;

Now therefore, the State Government has deemed it expedient to adopt the above scheme of pay revision devised by the University Grants Commission for implementation in respect of the faculty positions, viz., Lecturer, Assistant Professor, Associate Professor, Principal cum Professor/ Head of Institution, Librarian of the Sikkim Government Pharmacy College, Sajong, in the Department of Health and Family Welfare, Government of Sikkim, with required modifications relevant to the College under Health and Family Welfare Department, as under, namely :

1. Designation

There shall be only 03 (three) designations in respect of teachers in the College, namely, Assistant Professor, Associate Professor and Professor. The post of Lecturer is interim meant for re-designation as Assistant Professor on completion of 02 (two) years of service as per the Pharmacy Council of India norms.

2. Revised Pay for teachers and equivalent position

(i) Pay Fixation method

The Revised Pay structure for different categories of teachers and equivalent positions shall be based on the following, namely :

- (a) The concept of Pay Band and Academic Grade Pay (AGP) shall be substituted by that of Academic Levels and Cells, as followed by the 7th Central Pay Commission (7th CPC). The first Academic Level, corresponding to AGP of Rs. 6000 corresponds to Academic Level 10, so on and so forth, of the Pay Matrix.
- (b) The Pay Matrix based on the Pre-revised Pay structure for each Academic Levels, Cells and Entry Pay shall be as follows : -

Pay Band	15600-39100			37400-67000	
Grade Pay	6000	7000	8000	9000	10000
Index of rationalization	2.67	2.67	2.67	2.67	2.72
Entry Pay	21600	25790	29900	49200	53000
Academic Level	10	11	12	13 A	14
Rationalized Entry Pay(Cell 1)	57700	68900	79800	131400	144200
2	59400	71000	82200	135300	148500
3	61200	73100	84700	139400	153000
4	63000	75300	87200	143600	157600
5	64900	77600	89800	147900	162300
7	68800	82300	95300	156900	172200
8	70900	84800	98200	161600	177400
9	73000	87300	101100	166400	182700
10	75200	89900	104100	171400	188200
11	77500	92600	107200	176500	193800
12	79800	95400	110400	181800	199600
13	82200	98300	113700	187300	205600
14	84700	101200	117100	192900	211800
15	87200	104200	120600	198700	218200
16	89800	107300	124200	204700	
17	92500	110500	127900	210800	
18	95300	113800	131700	217100	
19	98200	117200	135700		
20	101100	120700	139800		
21	104100	124300	144000		
22	107200	128000	148300		
23	110400	131800	152700		

24	113700	135800	157300
25	117100	139900	162000
26	120600	144100	166900
27	124200	148400	171900
28	127900	152900	177100
29	131700	157500	182400
30	135700	162200	187900
31	139800	167100	193500
32	144000	172100	199300
33	148300	177300	205300
34	152700	182600	211500
35	157300	188100	
36	162000	193700	
37	166900	199500	
38	171900	205500	
39	177100		
40	182400		

(c) The Revised Pay scale shall apply to the members of the faculty positions holding posts on substantive capacity drawing pay scale in the Regular Time Scale appointed under whole time basis against the sanctioned posts.

(ii) Revised Pay for teacher and equivalent post in college:-

Designation	Existing Pay	Revised Pay
01	02	03
Lecturer/ Assistant Professor	PB III Rs. 15600-39100 + AGP 6000	Academic Level 10 with rationalized entry pay of Rs. 57, 700/ -
Assistant Professor	PB III Rs. 15600-39100 + AGP 7000	Academic Level 11 with rationalized entry pay of Rs. 68, 900/ -
Assistant Professor	PB III Rs. 15600-39100 + AGP 8000	Academic Level 12 with rationalized entry pay of Rs. 79, 800/ -
Associate Professor	PB IV Rs. 37, 400-67, 000 + AGP 9000	Academic Level 13 A with rationalized entry pay of Rs.1, 31, 400/ -
Principal cum Professor/ Head of Institution (Hol)	PB IV Rs. 37, 400-67, 000 + AGP 10000 Hol Allowance : Rs. 3000	Academic Level 14 with rationalized entry pay of Rs.1, 44, 200/ -

(iii) Revised pay for librarian in college:-

Designation	Existing Pay	Revised Pay
01	02	03
Librarian/ Assistant Librarian/ College Librarian	PB III Rs. 15600-39100 + AGP 6000	Academic Level 10 with rationalized entry pay of Rs. 57, 700/ -
Assistant Librarian/ College Librarian	PB III Rs. 15600-39100 + AGP 7000	Academic Level 11 with rationalized entry pay of Rs. 68, 900/ -
Deputy Librarian & equivalent	PB III Rs. 15600-39100 + AGP 8000	Academic Level 12 with rationalized entry pay of Rs. 79, 800/ -
Deputy Librarian & equivalent	PB IV Rs. 37, 400-67, 000 + AGP 9000	Academic Level 13 A with rationalized entry pay of Rs.1, 31, 400/ -

1. Date of implementation

The Revised Pay and revised rate of allowances shall be effective from 1st January, 2016.

2. Increment

- (i) The annual increment to each employee would move up in the same Academic Level, with an employee moving from the existing cell in the Academic Level to the immediate next cell in the same Academic Level.
- (ii) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial upgradation.

3. Allowances

The Dearness Allowance and other allowances admissible to the State Government employees shall be admissible to the teachers and equivalent posts of the College drawing University Grant Commission Regulation Scale/ All India Council for Technical Education Scale, under the relevant rules of the State Government.

4. The fixation of pay of employees appointed by direct recruitment on or after 1st January, 2016 shall be fixed at the minimum pay or the first cell in the Academic Level applicable to the post to which such employees are appointed in the Revised Pay structure.

5. Age of superannuation retirement

Notwithstanding anything contained in the University Grant Commission Regulation/ All India Council for Technical Education Regulation, the date of retirement on superannuation in respect of teaching members of the Sikkim Government Pharmacy College, Sajong shall be the afternoon of the last day of the month in which he/ she attains the age of 60 (sixty) years. The age of retirement on superannuation of the members of the persons

other than the faculty position shall be governed by the Sikkim Government Service Rules, 1974.

6. An Undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the Revised Pay Level or grant of inappropriate pay level and pay cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary.
7. Anomalies, if any, in the implementation of this Scheme shall be brought to the notice of the Health and Family Welfare Department for clarification/ decision of the State Government.
8. This notification is issued with the concurrence of Finance Department and Department of Personnel, Government of Sikkim.

By order and in the name of the Governor.

**Commissioner cum Secretary,
Health & Family Welfare Department,
Government of Sikkim.
[File No. GOS/ H/ Adm/ 15 (701) 2019-20]**

